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GOVERNMENT OF INDIA

MINISTRY OF DEFENCE

New Delhi, the 31st December 1947

No. 2972.—In exercise of the powers conferred by sub-section (2) of section 241 of the Government of India Act, 1935, as adapted by the India (Provisional Constitution) Order, 1947 the Governor-General is pleased to make the following rules, namely:—

1. These rules may be called the **Civilians in Defence Services (Revision of Pay) Rules, 1947.**

2. In these rules unless there is anything repugnant in the subject or context—

(a) “basic pay” means the amount drawn monthly by a Government servant as the pay, other than special pay/Overseas pay/duty allowance/charge allowance/technical allowance, or pay granted in view of his personal qualifications which has been sanctioned for a post held by him, substantively or in an officiating capacity, or to which he is entitled by reason of his position in a cadre;

(b) “completed years of service” means completed years of service, both officiating and substantive, in the particular post or cadre or class within the cadre concerned, and includes—

(i) the period of deputation during which the Government servant concerned would otherwise have officiated or continued to officiate therein; and

(ii) broken periods of such service;

(c) “corresponding scale” means the scale or all the scales of pay heretofore attached, to a post or cadre or the class within the cadre which are being replaced by the prescribed scale;

(d) “existing scale” means the scale of pay including a unified scale applicable to a Government servant in respect of his substantive or officiating post as the case may be, on the date from which his pay has been re-fixed in the prescribed scale;

(e) “Government service” means service under the Government of India and includes prior service under Provincial Governments in India, or under local funds administered by Government;

(f) “non permanent post” means a post other than—

(i) a post made permanent prior to the 3rd September 1939

- (ii) a post which carries the same time scale as a permanent post of the same class to which post 27th September 1931 scales are applicable ;
- (iii) a post or a class of posts as the Governor-General may by special order declare not to be a non-permanent post ;
- (g) "post—1931 entrant" means a Government servant other than a pre-1931 entrant ;
- (h) "pre-1931 entrant" means a person who is in the employ of the Government of India on the 16th August 1947, and either was in Government service in a substantive or other capacity on the 27th September 1931 and is not on the post 27th September 1931 scales of pay ;

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entered Government service on or after 28th September 1931 but was exempted from the application of the post 27th September 1931 pay scales ;

NOTE.—Those who entered Government service on or after 28th September 1931 but were allowed to draw the pre-1931 scale *provisionally* will, however, not be viewed as pre-1931 entrants.

- (i) "prescribed scale" means a scale of pay prescribed in the schedule ;
- (j) "present pay" means the basic pay of a Government servant in the existing scale at the time of fixation of his pay in the prescribed scale ;
- (k) "schedule" means the schedule annexed to these rules ;
- (l) "unified scale" means a scale of pay made applicable to a clerical post in pursuance of the orders issued in Army Instructions (India) No. 676 of 1945, 458 of 1946, Air Force (India) Instruction No. 272 of 1945, and Royal Indian Navy Instruction No. 206 of 1945, as amended from time to time and War Department Office Memo. No. 6679/1 W. 3 A.O. II/10, dated 31st August 1944.

3. The rates of pay shown in the schedule shall apply to —

- (a) pre-1931 entrants who may elect these rates of pay ; and
- (b) all post-1931 entrants, provided that a post-1937 entrant other than the holder of a non-permanent post, may, if the maximum of his existing scale exceeds the maximum of the prescribed scale, elect to continue in his existing scale until he vacates the post or ceases to draw pay in that scale.

4. A pre-1931 entrant appointed to an isolated post, or to a class of posts, which was not in existence prior to the 28th September 1931 or to a class of posts which was abolished and resuscitated after that date, shall draw pay prescribed in the schedule.

5. A pre-1931 entrant, who does not elect under Rule 3(a) of the scale of pay prescribed in the Schedule shall, on transfer from one service, post, or post outside the time-scale, to another service, post, or post outside the time-scale, be entitled to the rates of pay applicable to him as a pre-1931 entrant when holding posts which carry both rates of pay applicable to pre-1931 entrants and the rates of pay prescribed under these rules.

6. A pre-1931 entrant who elects the scales of pay prescribed in the Schedule as well as a post-1931 entrant other than a Government servant who retains his existing scale in exercise of the option contained in the proviso to rule 3(b) shall subject to such conditions as may be prescribed by the Governor-General, have the further option of becoming subject to these rules either from the 1st January 1947 (or in the case of those who have entered service after that date from the date of such entry) or the 1st January 1948 as the Government servant may elect.

7. (1) The option under rule 3 (a) or rule 6 shall be exercised in writing within six months of the date of issue of these rules, provided that in the case of a Government servant, who is on that date on leave or deputation or on foreign service out of India, or on active service overseas, the said option shall be exercised in writing within six months of the date of his taking over charge of his post in India.

(2) The option shall be intimated by the Government servant—

(a) if he is a gazetted Government servant, to his Accounts Officer;

(b) if he is a non-gazetted Government servant, to the Head of his office.

(3) A Government servant who exercises option under rule 3(b) to continue in his existing scale, shall do so, subject to the proviso in sub-rule (1), within six months of the date of issue of these rules and in the manner indicated in clause (a) or clause (b) of sub-rule (2), as the case may be.

(4) The option once exercised is final.

8. (1) Unless in any case the Governor General by special order otherwise directs, and except as provided in rule 9, the initial pay of a post-1931 entrant other than a person holding a post on a unified scale, shall be re-fixed in the prescribed scale with effect from the date from which he elects the scales of pay prescribed in the schedule separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if it had not been suspended, or his pay in the officiating post held by him, at the lowest pay admissible under the following three clauses:—

(a) the pay in the prescribed scale at the stage next above the present pay increased by an increment for every three completed years of service in the corresponding scale;

(b) the pay that would be admissible if the following amounts are added to the present pay and the next higher stage in the prescribed scale is taken:—

Present pay	Amount to be added
	Rs.
Not exceeding Rs. 100	15
Exceeding Rs. 100 but not exceeding Rs. 250	20
Exceeding Rs. 250 but not exceeding Rs. 400	30
Exceeding Rs. 400 but not exceeding Rs. 500	40
Exceeding Rs. 500	50

(c) the pay that would have been admissible had the completed years of service in the corresponding scale been rendered in the prescribed scale, or if he is not a holder of a non-permanent post, the pay in the prescribed scale at the stage next above the present pay, whichever is higher.

(2) In the case of a pre-1933 entrant other than a person holding a post on a unified scale, the initial pay in the prescribed scale shall be so fixed under sub-rule (1) as not to exceed the pay which would be admissible in that scale under that sub-rule to a post-1931 entrant on the post 27th September 1931 scale of pay, with the same number of completed years of service.

(3) The pay of a Government servant holding a post on a unified scale shall be fixed in the prescribed scale under sub-rule (1) or sub-rule (2) as the case may be, provided—

(a) that for the purposes of that sub-rule his "present pay" shall be taken to mean the pay he would have drawn in the scale applicable to the post but for the introduction of the unified scale; and

(b) that if the pay so fixed is less than the amount actually drawn in the unified scale, the difference shall be treated as personal pay.

No Government servant will be permitted to draw pay in a unified scale beyond 31st December 1947.

9. The pay of officers of the gazetted class for whom the junior and senior scales of pay of Rs. 350—350—380—380—30—590—EB—30—770—40—850 and Rs. 600—40—1000—1000—1050—1050—1100—1100—1150 respectively, are prescribed in the Schedule shall be fixed in the following manner :—

(1) Where the existing scale is a single scale and is to be replaced by the junior and senior scales, pay shall be first fixed in junior scale in accordance with Rule 8 and if he is holding a post for which the senior scale is not prescribed, whether in a substantive or officiating capacity, pay in that scale shall be fixed at the stage corresponding to the stage at which his pay is fixed in the junior scale in the sub-joined table :—

Year of service		Pay in junior scale	Corresponding pay in senior scale
		Rs.	Rs.
1st	. . . . .	350	600
2nd	. . . . .	350	600
3rd	. . . . .	380	600
4th	. . . . .	380	600
5th	. . . . .	410	600
6th	. . . . .	440	600
7th	. . . . .	470	640
8th	. . . . .	500	680
9th	. . . . .	530	720
10th	. . . . .	560	760
11th	. . . . .	590	800
12th	. . . . .	620	840
13th	. . . . .	650	880
14th	. . . . .	680	920
15th	. . . . .	710	960
16th	. . . . .	740	1000
17th	. . . . .	770	1000
18th	. . . . .	810	1050
19th	. . . . .	850	1050
20th	. . . . .	...	1100
21st	. . . . .	...	1100
22nd	. . . . .	...	1150

(2) where the service already carries scales corresponding to junior and senior scales or where special rates of pay are attached to posts for which the senior scale has been prescribed in the Schedule, the initial pay of a Government servant shall be fixed in accordance with rule 8 in the senior scale or the junior scale, as the case may be.

10. The next increment of a Government servant whose pay has been re-fixed in accordance with rule 8 or rule 9, shall be granted in the prescribed scale on the date he would have drawn his increment had he continued in the existing scale or on the date on which an increment is earned in the prescribed scale, whichever date is earlier.

11. Notwithstanding the provisions of these rules, the pay of a Government servant below the age of 21 years holding a post in the scale of Rs. 30— $\frac{1}{2}$ —35 shall be Rs. 30 reduced by Re. 1 for each year by which his age falls below 21 years and shall be increased annually by one rupee from his next birthday onwards until he attains the age of 21 years when he will draw the minimum of the time scale.

12. A Government servant in receipt of overseas pay shall continue to draw it in addition to his pay in the prescribed scale at the rate or rates admissible to him from time to time under the pay rules that were applicable to him prior to the 16th August 1947.

13. The scales of pay prescribed for ministerial posts in the Annexure should be treated as provisional in respect of persons who do not hold a lien on a post under the Government of India on the 16th August 1947.

14. The minimum educational qualification for direct recruits to the Upper Division (Rs. 80—5—120—EB—8—200—10/2—220) will be a university degree and for recruits in the Lower Division (Rs. 55—3—85—EB—4—125—5—130), matriculation.

15. Where a single scale has been prescribed for a single existing scale, all posts sanctioned in the existing scale will carry the prescribed scale.

16. (1) These rules shall not apply to :—

- (a) Government servants engaged on contract ;
- (b) Government servants not in whole time employment ; and
- (c) Government servants paid out of contingencies.

(2) Except as provided in sub-rule (1), these rules shall apply to all civilian personnel of the Defence Services who have opted for service in India whether serving in Indian Establishments or in establishments under the Joint Defence Council.

17. Where the existing scale is a merck or daily rate, the fixation of initial pay in the prescribed scale will be governed by rules to issue later.

SCHEDULE

MINISTRY OF DEFENCE

Naval Headquarters

Name of post	Existing Scales	Proposed Scales
<i>H. M. I. Dockyards :—</i>	Rs.	Rs.
Industrial Manager		Under Consideration.
Dockyard Personnel Officer	600—10—1000	500—30—650—EB—30—800.
Deputy Dockyard Personnel Officer	400—20—600	275—25—500—EB—30—650.

Naval Headquarters—contd.

Name of Posts	Existing Scales	Prescribed Scales
<i>H. M. I. Dockyards—contd.</i>		
	Rs.	Rs.
Labour Welfare Officer	400—20—600	275—25 500—EB—30 —650
Transport Officer	500 25—625	275—25—500—EB—30 —650.
Medical Officer	350—550	300—25—500—EB—30 —650.
<i>Naval Store Dept. :—</i>		
Civilian Assistant Naval Store Officer	300—340 20—500	275—12½—350—15— 440 20 560.
Deputy Naval Store Officer		Under Consideration.
Naval Store Officer		Under Consideration.
<i>H. M. I. Dockyard—Supervisory Staff :—</i>		
Principal Foreman	475—535	Under Consideration.
Senior Foreman	400—475	300 20—500.
Foreman	300—390	260—15—350.
Daily rated Supervisors	Above Rs. 8/-p.d.	} 150 -7--185—8- 225
Leadingmen & other Supervisors . .	170—290 & below —Rs.8/- p.d.	
Asstt. Leadingmen & other Supervi- sors	100—130 & below Rs. 5/- p.d.	100 -5 125 -6 - 155
<i>H. M. I. Dockyard. :—</i>		
Unskilled Labour	1/6— to 1/14—p.d.	30 ½—35.
Apprentices	1/10/- to 1/12/- p.d.	30—½—35.
Semi-skilled Hammerman	1/6/- to 1/14/- p.d.	35—1—50.
Skilled Labour	1/6/- to 2/10—p.d.	40—1- 50—2 60.
Drillers	1 8/- to 2/8—p.d.	40- 2—60 5 2—75.
Machineman	1/8/- to 2/8/- p.d.	40- 2—60 5 2—75.
Plumbers	1/10/- to 3/6—p.d.	40—2 60—5 2—75.
Riveters	1/10/- to 2/10/-p.d.	40—2—60—5/2 75.
Cranemen	1/10 to 2/6/-p.d.	30—½ 35.
Lascars	1 10/- to 1/14/-p.d.	30—½—35.
Coblers	1/10 - to 2/8/- p.d.	40—2- .60—5/2 75.
Wiremen	1/14/- to 3/6/- p.d.	40 2—60—5/2—75.
Caulkers	1 11/- to 2/10—p.d.	40 2—60—5/2—75.
Fitters	1/10/- to 4/14/- p.d.	60—5/2 - 75 -3 105.
Machinists	1/10/- to 4/2/- p.d.	60 5/2- 75 3 -105.
Coppersmiths	1/10 to 4/2/- p.d.	60—5/2 75- 3—105.
Painters	1/10/- to 1/2—p.d.	60—5/2 75—3—105.
Masons	1/10/- to 3/2/-p.d.	60—5/2—75—3—105.
Gas Welders	1 10/- to 3/2/-p.d.	60—5/2—75—3—105.
Blacksmiths	1/14/- to 3/10/- p.d.	60—5/2 75 3 105.
Tinsmiths	1/14/- to 3/3/-p.d.	60—5/2 -75 3—105.
Boat Builders	1/14/- to 3/2—p.d.	60—5/2 75 3—105.
Spar Shed	2/- to 5/- p.d.	60—5/2 75 3—105.
Moulders, Iron & Brass Ship weights, platers & Sawers	2/2— to 4/2/-p.d.	60—5/2 75- 3—105.
Boiler Makers	2/2— to 4/10—p.d.	60 5/2—75—3—105.
Pattern Makers	2/2/- to 3/10 p.d.	60 5/2—75—3—105.
Electric Fitters	2/2/- to 3/6—p.d.	60—5/2—75—3—105.
Armature winders	2/2/- to 3/14/-p.d.	60—5/2—75—3 -105.
Joiners	2/2/- to 5/2/-p.d.	60 5/2—75—3—105.
Riggers	2/2/- to 2/10/-p.d.	60—5/2 -75—3 -105.
Turners, Milling M/C Operators, Wel- ders	2/4/- to 4/2—p.d.	60—5/2 -75—3 -105.

Naval Headquarters—concd.

Name of Post	Existing Scales	Prescribed Scales
	Rs.	Rs.
Shaping M/C Operators/ Capstain lathes M/C Operators	2 6/- to 3 6/- p.d.	60-5/2-75-3-105
Slotting Planning M/C Operators	2/8/- to 2/12/- p.d.	60-5/2-75-3-105
Screw Cutting & Grinding M/C Operators	2/10/- to 3/10/- p.d.	60-5/2-75-3-105
Coremakers	2/14/- p.d.	60-5/2-75-3-105
Instrument Mechanics	3/8/-7/8/- p.d.	90-5-125-6-155- EB-6-185
Radio Mechanics	4/- p.d.	100-5-125-6-155- EB-6-185
Time keepers & shop clerks	2/8/6- p.d.	60-4-120-EB-5- 170
Finger Printers (Labour Bureau)	1 4/- p.d.	40-1-50-2-60
Drawing Printers (B.E.M.)	1/9/- -1/14/- p.d.	40-1-50-2-60
Muscudams, Serang, Tindals	3/- 3/6/- p.d.	Under Consideration
<i>H. M. I. Dockyard—</i>		
Medical Nurses	100/- -150/-	100-5-125-6-155- EB-6-185
Matrons	200/- -300/-	200-10-300
Compounders & Dispensers	50/- -90/-	40-1-50-2-60
Attendants	30-40 --	35-1-50
Dressers	30/- -40/-	30-1-35
Ward Boys	30/- -40 --	30-1-35
Manager, Grain Shop	200-15-380	Under Consideration
Asstt. Manager Grain Shop	100-10-200	Under Consideration
Accountant	150-5-200	120-8-200-10-2 220
Accounts Clerks Store Clerks	60-5-100-EB-10- 120	55-3-85-EB-4- 125-5-130
Cashier	50-4-70	55-3-85-EB-4- 125-5-130
Heminals	40-1-44	30-1-35
Coolies	40-1-44	30-1-35
Labour Welfare Supervisors	150-5-250	150-7-185-8-225
Telephone Operators	75	60-4-120
Kardex Operators	60-5-120	55-3-85-EB-4- 125-5-130
Hydraulic Engine Driver	90-150	100-5-125-6-155- EB-6-185
Engineer I/C Pumping House	170-200	150-7-185-8-225
Laboratory Attendant	5 12/- p.d.	Under Consideration
<i>Civilian—Bout Crews—</i>		
Sailing Master	187/-	(i) 160-10-250 (ii) 100-5-125-6- 155-EB-6-185
Chief Serang II.	69-6-87	75-3-105
Syrang, I	62 --	60-5/2-75
Syrang II	55-1-60	50-2-60
Sukham I.	56/-	40-2-60
Sukham II	35/-	35-1-50
Winchman	49/-	30-1-35
Tindal I	40/-	40-2-60
Tindal II	36/-	35-1-50
Lascars I.	31/-	30-1-35

Naval Headquarters—contd.

Name of Post	Existing Scales	Prescribed Scales
<i>Civilian Boat Crews—contd.</i>	Rs.	Rs.
Lascars II	28— $\frac{1}{2}$ —32	30— $\frac{1}{2}$ —35
Engine Driver I	125—5—150	Under Consideration
Engine Driver II	94—5—114—6—120	Under Consideration
Engine Drivers III	48/— 70/—	Under Consideration
Syrang of Stokers I	62/—	60—5/2—75
Tindal of Stokers I	40/—	40—2—60
Greasers	32/—	30— $\frac{1}{2}$ —35
Stokers I	31/—	35—1—50
Stokers III /Cook's mate	25/—	30— $\frac{1}{2}$ —35
W/O Mess Servant	22/—	30— $\frac{1}{2}$ —35
Bhandary's Mate	20/—	30— $\frac{1}{2}$ —35
Bhandary I	27/—	30— $\frac{1}{2}$ —35
Topass	25/—	30— $\frac{1}{2}$ —35
<i>R. I. W. Office Ministerial Staff—</i>		
Chief Superintendent	420—20—500	Under Consideration
Superintendent	200—15—380	250—15—400
Assistant	95—7 $\frac{1}{2}$ —140—10—200	80—5—120—EB—8— 200—10/2—220
Clerks	50—3—80—4—120	55—3—85—EB—4— 125—5—130
Stenographers	125—280	80—5—120—EB—8— 200—10/2—220
Store House Staff		
Foreman	320—20—360	260—15—350
Assistant Foreman . . . . .	..	200—10—300
Storehouseman	208—12—280	200—10—300
Storehouse Assistant	100—5—200	100—8—140—10—200— EB—10—220
Storekeeper	60—2—70—4—150	55—3—85—EB—4— 125—5—130
Storeman	45—3—75—80—5/2— 105	55—3—85—4—105
Chief Draughtsman	240—15—300	260—15—350
Draughtsman Grade I	175—10—225	150—7—185—8—225
Draughtsman Grade II	125—10—175	100—5—125—6—155— EB—6—185
Draughtsman III	100—5—125	60—4—120—EB—5— 150
Tracers	60—5—90	80—4—120
Leading Instructor	260—5—300	180—10—300
Senior Instructor	250—5—280	180—10—300
Junior Instructor	100—5—130	100—5—125—0—155
Fitters	80/— 90/— 150/—	60—5/2—75—3—105
Sanitary Inspector I	280—10—350	Under Consideration
Sanitary Inspector II	100—10—180	Under Consideration
Overcoers	50—2—70	60—4—120
Senior Bagaries	30—2—40	30— $\frac{1}{2}$ —35
Bagaries	25/—	30— $\frac{1}{2}$ —35
Sweepers	23/8—	30— $\frac{1}{2}$ —35
M. T. Drivers	Nerrick rates varying from 50/—to 110/—	60—5/2—75
Crane Drivers	58/—	50—2—60
Butcher	50/—	35— $\frac{1}{2}$ —50
M.T. Mechanics I	120/— & 135/—	100—5—125—0—155
M.T. Mechanics II	73/—	75—3—105
Bugler Instructor	70/—	60—5/2—75
M.T.E. Technicians I	110/—	150—7—185
M.T.E. Technicians II	105/— 110/—	100—5—125